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## DOC 1989-01 Phased Retirement Option for Senior Faculty

University of Dayton. Faculty Affairs Committee

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**PROPOSAL TO THE ACADEMIC SENATE****TITLE** PHASED RETIREMENT OPTION FOR SENIOR FACULTY**SUBMITTED BY** Faculty Affairs Committee**DATE** December 12, 1989 Revised/re-submitted February 7, 1990

Indicate the action required: Legislative, Concurrence, or Consultative, and refer to the appropriate reference in the Senate Constitution (Article II, 1, 2, 3).

**ACTION IS:** Consultative **REFERENCE IS:** II. B. 3.

Senate motion to support a phased retirement option for senior faculty

**DESCRIPTION OF PROPOSAL:** State objectives, rationale, and how proposal is to be implemented

**RATIONALE FOR A PHASED RETIREMENT OPTION FOR SENIOR FACULTY**

As senior faculty near an age at which it is possible or even desirable to consider retirement, it is important that the University provide options that permit a phase-in to full retirement. In many cases, for a person over sixty, it is to the advantage of both the faculty member and the University to provide the faculty member the opportunity to reduce his or her time commitment to a department and still make an adequate income. Not everyone is attracted to the present early retirement option because it requires full retirement from the University.

This proposal provides an alternative to early retirement that could benefit both the person and the department. It would allow the faculty member to reduce his or her teaching commitment to 50% of a full time load for several years prior to full-time retirement while being compensated at 50% of their full-time salary. The advantages to the faculty member would include more free time, a sense of remaining part of the University, and reasonable compensation. The department would benefit since it would have half of the senior faculty member's salary to hire a junior person. Thus, the department would have both the experience of the senior person and the enthusiasm of a junior person at minimal cost.

*teaching is  
not all people  
get paid for*

*really try the  
market*

## MOTION TO SUPPORT A PHASED RETIREMENT OPTION FOR SENIOR FACULTY

The Faculty Affairs Committee recommends that the Academic Senate request the administration to investigate and report back to the Senate on the feasibility of the following phased retirement option. That faculty members who are over the age of sixty-one and who have more than fifteen years of continuous service be given the option of a senior faculty appointment with reduced teaching load at a proportional part of his/her full-time salary. The faculty member would be required to specify the maximum duration of the appointment, after such time the faculty member would agree to retire. The faculty member would be eligible for the present early retirement if she/he retires prior to age seventy. The faculty member could negotiate for a full load for one term or part load for two terms. The faculty member will retain normal rank and tenure until retirement.